Reg. No. RNP/GOA/32/2024-2026

RNI No. GOAENG/2002/6410

Panaji, 5th September, 2024 (Bhadra 14, 1946)

SERIES II No. 23

OFFICIAL GAZETTE

GOVERNMENT OF GOA

PUBLISHED BY AUTHORITY

Note:- There are three Extraordinary issues to the Official Gazette, Series II No. 22 dated 29-08-2024 as follows:

(1) Extraordinary dated 30-08-2024 from pages 479 to 480 regarding Notice of Election from Department of Panchayati Raj and Community Development.

(2) Extraordinary (No. 2) dated 2-09-2024 from pages 481 to 482 regarding Orders and Notification and Public Notice from Goa State Election Commission.

(3) Extraordinary (No. 3) dated 4-09-2024 from pages 483 to 486 regarding Notification of delimitation of Village Panchayat of Harvalem from Goa State Election Commission.

GOVERNMENT OF GOA

Department of Animal Husbandry

Directorate of Animal Husbandry & Veterinary Services

Order

No. 2/13/95-AH/PF/2024-25/666

On the recommendation of the Goa Public Service Commission, as conveyed by their letter No. COM/II/11/ /3(1)/2023/46 dated 09-05-2024, Government is pleased to promote the following Assistant Directors in the Directorate of Animal Husbandry & Veterinary Services, Panaji, to the post of Deputy Director (Group "A" Gazetted) on regular basis, in the pay scale PB 3: Rs. 15600-39100+GP Rs. 6600/- (Level-11 of the 7th Pay Commission) plus admissible allowances with immediate effect as applicable under rules and posted at Head Office, Patto-Panaji, as indicated against their names.

Upon joining, the promoted Deputy Directors shall hold the designation as mentioned in the table below and shall draw their salaries as per the Budget Head as indicated against their names:-

Sr. No.	Name of the Officer	Designation	Budget Head
1	2	3	4
1.	Dr. Veena S. Kumar	Dy. Director (Epid), Head Office	2403—Animal Husbandry; 00—; 101—Veterinary Service and Animal Health; 01—Rinderpest Eradication (Plan) (A); 01—Salaries.
2.	Dr. Nitin S. Naik	Dy. Director (CSS), Head Office	2403—Animal Husbandry; 00—; 001—Direction and Administration; 01—Direction; 01—Salaries.

1	2	3	4
3.	Dr. Shirish S. Gaonkar	Dy. Director (SLBP), Head Office	2404—Dairy Development; 00—; 102—Dairy Development Projects; 08—Special Livestock Breeding Programme (Plan); 01—Salaries.
4.	Dr. Shirishkumar S. Betkekar	Dy. Director (Gynec), Head Office	2403—Animal Husbandry; 00—; 001—Direction Administration; 01—Direction; 01—Salaries.
5.	Dr. Prakash V. Korgaonkar	Dy. Director (Plan), Head Office	2404—Dairy Development; 00—; 102—Dairy Development Projects; 08—Special Livestock Breeding Programme (Plan); 01—Salaries.
6.	Dr. Rajesh G. Kenny	Dy. Director (GSAWB), Head Office	2403—Animal Husbandry; 01—; 001—Direction Administration; 01—Direction; 01—Salaries.

Since the promotion is from one Group 'A' post to another Group 'A' post, there is no probation period as per the Office Memorandum No. 12/14/89-PER(Part) dated 12-08-2014.

By order and in the name of the Governor of Goa.

Sd/-, Secretary (AH & VS).

Panaji, 31st May, 2024.

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Department of Archives

Order

No. 4/1/83/2023/Man 'B'-831

Government is pleased to constitute a Committee of Experts comprising of following members to examine and to deduce the authenticity in respect of notary records and other land registration records which are allegedly tampered or forged or any other form.

1. Justice Utkarsh V. Bakre, Retired Judge of Hon'ble High Court of Bombay — Chairperson.
2. Adv. F. E. Noronha, Advocate and Portuguese Expert — Member.
3. Representative of Forensic Science Laboratory, Verna — Member.
4. Representative of Goa Police not below the rank of Assistant Superintendent of Police — Member.
5. Smt. Blossom A. S. P. Medeira, Deputy Director, Department of Archives — Member Secretary.

Scope of the Committee:

The scope of the Committee shall be as follows:

1. To recommend to the Government the action proposed to be taken about the alleged forged/tampered records which are presently sealed.
2. To suggest to the Government the action proposed to be taken about record books sealed by the Department from time to time.
3. To advise the Government for the safety and security of the records and to draft rules for the same, if any required.

4. Any other recommendations/actions/reports with respect to any other documents presented before the Committee.

Tenure of the Committee: The tenure of the Committee shall be one year from the date of publication in the Official Gazette.

Member Secretary shall provide all the clerical and other assistance required for the smooth functioning of the Committee and issue notices to all members for meetings in consultation with Chairperson.

The Non-official members may be entitled for the travelling allowance as admissible by the Government from time to time.

This order is issued with the approval of the Government vide U.O. No. 2418/F dated 22-07-2024.

By order and in the name of the Governor of Goa.

Shri *Rohit A. Kadam,* Director, Department of Archives & ex officio Joint Secretary.

Ribandar, 27th August, 2024.

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Department of Finance
Debt Management Division

Notification

No. 7/17/2017-Fin(DMU)/8077

Read: 1) Notification No. 2/8/2012-Fin(DMU)/858 dated 20-04-2022.
2) Notification No. 7/17/2017-Fin(DMU)/30 dated 20-01-2023.
3) Letter No. 7/17/2017-Fin(DMU)/85 dated 09-02-2024.

In pursuance to Clause 18 of the Articles of Association of Goa State Infrastructure Development Corporation Limited (GSIDC) and Section 149 of Companies Act, 2013 read with the Companies Rules, 2014, Government of Goa is pleased to nominate the following members on Board of Directors of GSIDC Ltd., with effect from 09-02-2024.

Further, name of Mrs. Anita Kavlekar is corrected as indicated below at Sr. No. 1.

1. Mrs. Sushanti Sudesh Kavalekar, Ponda — Women Director.
2. Shri Dattaram Chimulkar, Sankhali — Independent Director.

By order and in the name of the Governor of Goa.

Pranab G. Bhat, Under Secretary, Finance (Bud.-II).

Porvorim, 23rd August, 2024.

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Department of Home
(Foreigners & Citizenship Division)

Order

No. 4/7/2020-HD(F&CD)/OEAG/324

In exercise of the power vested under Rule 4 of the Rules and Regulations of the Overseas Employment Agency of Goa (Registered as a Society under the Societies Registration Act, 1860), the Government of Goa is pleased to re-constitute the General Body of the Agency as under, with effect from 16-04-2024 for the period of three years.

Sr. No.	Members	Designation
1	2	3
1.	Commissioner for NRI Affairs	Ex-Officio Chairman.
2.	Secretary (Home)	Vice Chairman.
3.	Joint/Addl. Secretary (Finance)	Member.
4.	Director of Skill Development & Entrepreneurship	Member.
5.	Director of Accounts	Member.
6.	Commissioner, Labour & Employment	Member.
7.	Director of Handicrafts, Textile & Coir	Member.
8.	Director of Planning & Statistics	Member.
9.	Director of Education	Member.
10.	Director of Transport	Member.
11.	Chief Immigration Officer, Bureau of Immigration, Goa	Member.
12.	Regional Passport Officer, Goa	Member.
13.	Representative of Ministry of External Affairs, Government of India, New Delhi	Member.
14.	Shri Sarvesh Naik, AAO, Directorate of Accounts	Member.
15.	Shri Shailesh Pai, Santa Cruz-Goa	Member.

1	2	3
16.	Shri Rupesh Palyekar, Vasco--da-Gama, Goa	Member.
17.	Shri Nevin Gomes, Margao-Goa	Member.
18.	Director for NRI Affairs	Member Secretary.

By order and in the name of the Governor of Goa.

Manthan Manoj Naik, Under Secretary (Home-II).

Porvorim, 27th August, 2024.

Order

No. 4/7/2020-HD(F&CD)/OEAG/325

In exercise of the power vested under Rule 5 of the Rules and Regulations of the Overseas Employment Agency of Goa (Registered as a Society under the Societies Registration Act, 1860), the Government of Goa is pleased to re-constitute the Executive Committee of the Agency as under, with effect from 16-04-2024 for the period of three years.

Sr. No.	Members	Designation
1.	Commissioner for NRI Affairs	Chairman.
2.	Secretary (Home)	Vice-Chairman.
3.	Joint/Addl. Secretary (Finance)	Member.
4.	Director of Skill Development & Entrepreneurship	Member.
5.	Commissioner, Labour & Employment	Member.
6.	Director of Accounts	Treasurer.
7.	Director for NRI Affairs	Member Secretary.

By order and in the name of the Governor of Goa.

Manthan Manoj Naik, Under Secretary (Home-II).

Porvorim, 27th August, 2024.

Home—General Division

Order

No. 24/51/2012-HD(G)/Part I/1974

On the recommendation of the Departmental Promotion Committee as conveyed by Goa Public Service Commission vide letter No. COM/II/11/58(1)/ /2023/122 dated 08-07-2024, the Government is pleased to promote the following Assistant Public Prosecutor to the post of Public Prosecutor (Group "A" Gazetted) in the Directorate of Prosecution on regular basis in Level 11 of the Pay Matrix as per C.C.S. (Revised Pay) Rules, 2016 and other allowances to be fixed as per Rules with immediate effect:-

1. Shri Coleman S. Infance Rodrigues.
2. Smt. Swati Swapnil Parab Gaonkar.
3. Shri Jyotin D. Thakkar.
4. Shri Shivram A. Patil.

The pay of the above officer shall be fixed in terms of provision of F. R. 22(I)(a)(1) and he shall exercise his option within one month from the date of issue of this order.

Since the promotion is within same group of posts, there is no probation period as per O.M. No. 12/14/89-PER(Part)/977 dated 08-09-2022.

The expenditure towards the pay and allowances shall be debited under:-

Demand No. 5

2014— Administration of Justice, 00;

114—Legal Advisors & Counsels;

01—Public Prosecutors (North Goa);

02—Public Prosecutors (South Goa);

01—Salaries".

By order and in the name of the Governor of Goa.

Manthan Manoj Naik, Under Secretary (Home-II).

Porvorim, 24th July, 2024.

Order

No. 17/5/2010-HD(G)/DSW/1632

Read: 1) Order No. 17/5/2010-HD(G)/983 dated 24-04-2020.

2) Order No. 17/5/2010-HD(G)/6775 dated 31-05-2022.

The Government of Goa is pleased to extend the term of Finance Committee in the Department of Sainik Welfare for further period of two years w.e.f. 01-06-2024. The composition of Committee to advise the Member Secretary on all the matters pertaining to investments and review of quantum of financial assistance provided under various schemes of Special Fund is as follows:

1.	Air Cmde P. K. Pinto, AVSM (Retd.)	—	Chairman.
2.	Lt. Col. K. F. D'Lima (Retd.)	—	Member.
3.	Cdr. Anup Keny (Retd.)	—	Member.
4.	Joint Director of Accounts, Directorate of Accounts, Panaji	—	Member.
5.	Accountant, Department of Sainik Welfare, Panaji	—	Member.
6.	Secretary, Department of Sainik Welfare	—	Member Secretary.

By order and in the name of the Governor of Goa.

Manthan Manoj Naik, Under Secretary (Home-II).

Porvorim, 13th June, 2024.

Department of Labour

Order

No. 28/60/2024-LAB/543

Whereas, the Government of Goa is of the opinion that an industrial dispute exists between the management of the Village Panchayat of Guirim, Bardez, Goa and it's workman, Mrs. Maria Geraldina Fernandes, represented by the All Goa Panchayat Worker's Union (Goa), in respect of the matter specified in the Schedule hereto;

And whereas, the Government of Goa considers it expedient to refer the said dispute for adjudication.

Now, therefore, in exercise of the powers conferred by Clause (c) of sub-section (1) of Section 10 of the Industrial Disputes Act, 1947 (Central Act 14 of 1947), the Government of Goa hereby refers the said dispute for adjudication to the Labour Court-II of Goa at Panaji-Goa, constituted under sub-section (1) of Section 7 of the said Act.

SCHEDULE

(1) Whether the action of the management of the Village Panchayat of Guirim, Bardez, Goa, in refusing the employment to Mrs. Maria Geraldina Fernandes, Clerk, with effect from 01-10-2020, is legal and justified?

(2) If not, to what relief the workman is entitled?.

By order and in the name of the Governor of Goa.

Amalia O. F. Pinto, Under Secretary (Labour).

Porvorim, 2nd September, 2024.

Notification

No. 28/02/2024-LAB/Part-II/530

The following Award passed by the Industrial Tribunal and Labour Court, at Panaji-Goa on 30-07-2024 in the Case No. Appln.01/2020 is hereby published as required under Section 17 of the Industrial Disputes Act, 1947 (Central Act 14 of 1947).

By order and in the name of the Governor of Goa.

Amalia O. F. Pinto, Under Secretary (Labour).

Porvorim, 26th August, 2024.

IN THE INDUSTRIAL TRIBUNAL
AND LABOUR COURT
GOVERNMENT OF GOA
AT PANAJI

(Before Mrs. Vijayalaxmi Shivolkar, Hon'ble Presiding Officer)

Case No. Appln. 01/2020

Shri Amresh A. Phadte,
G-2, Bldg. No. A-2,
Shalom Apt., Salkar Hall,
Colvale, Bardez-Goa. Applicant/Party I

V/s

1. M/s Devyani Food Industries Ltd.,
Plot No. 295-1A, NH 4A,
Tisk, Usgao,
Ponda-Goa. Respondent No. 1

2. Mr. Madhusudan Parik,
Managing Director,
M/s Devyani Food Industries Ltd.,
F-2/7, Okhla Industrial Area, phase-1, New Delhi. Respondent No. 2

3. Company Secretary,
M/s Devyani Food Industries Ltd.,
Plot No. 31, Institutional Area, Sector 4A,
Gurgaon, Haryana. Respondent No. 3

Applicant/Party I's representative present at the time of passing of the Order, Mr. Gerald J. Fernandes.

Respondents represented by Ld. Adv. Shri M. S. Bandodkar.

AWARD

(Delivered on this the 30th day of the month of July of the year 2024)

This is an application filed by the Applicant u/s 2-A (2) of the Industrial Disputes Act, 1947 for illegal termination of employment by the Employer/ /Respondents. On receipt of the notice of the dispute, the Employer/Respondents filed their Written Statements wherein they raised preliminary objections pertaining to the jurisdiction of this Tribunal to adjudicate the dispute raised by the Applicant.

2. It is the case of the Respondent that all disputes arising out of this application will be subject to the jurisdiction of the Court of New Delhi and that the Court, Tribunal and or authorities at New Delhi only shall have jurisdiction to entertain try and decide such disputes or differences arising out of pertaining to this contract of employment, irrespective of their working headquarters being elsewhere at that time. This present application under consideration at Exhibit 11 is the outcome of the same objection raised by the Employer/ /Respondents in their Written Statement.

3. Perused the application. Heard arguments advanced by Learned Advocate Shri M. S. Bandodkar for Respondent No. 2.

4. Applicant/Applicant's representative remained absent at the time of arguments. Applicant's representative remained present at the time of passing of the Order.

5. The Applicant despite given opportunity to respond to the objections which is going to the root of the matter stayed away from the proceedings showing Applicant's disinterest in pursuing his own claim. Hence, the Tribunal is left with no other alternative than to accept the objections of the Opponent as regards this Tribunal having no jurisdiction on account of the facts pleaded in the Written Statement.

Hence, the Order:

ORDER

Objections sustained. Application at Exhibit 11 stands allowed. Hence the claim of the Applicant stands dismissed otherwise on merits for want of jurisdiction.

No order as to cost.

Inform the Government accordingly.

Sd/-

(Vijayalaxmi Shivolkar),
Presiding Officer,
Industrial Tribunal cum
Labour Court.

Notification

No. 28/02/2024-LAB/Part-I/531

The following Award passed by the Industrial Tribunal and Labour Court, at Panaji-Goa on 29-07-2024 in the Case No. Appln.01/2023 is hereby published as required under Section 17 of the Industrial Disputes Act, 1947 (Central Act 14 of 1947).

By order and in the name of the Governor of Goa.

Amalia O. F. Pinto, Under Secretary (Labour).

Porvorim, 26th August, 2024.

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IN THE INDUSTRIAL TRIBUNAL
AND LABOUR COURT
GOVERNMENT OF GOA
AT PANAJI

(Before Mrs. Vijayalaxmi Shivolkar, Hon'ble Presiding Officer)

Case No. Appln. 01/2023

Shri Saiprasad Sarshetty,
Flat No. 103,
SFX Residency-II,
Ella, Old Goa,
Tiswadi-Goa. Applicant/Party I

V/s

M. Abdul Gafoor,
Mannat Infra Developers
& Contractors,
115, Gera Imperium-II,
Patto Plaza,
Panaji-Goa. Respondent

Applicant/Party I represented by None.

Respondents represented by Ld. Adv. Ms. S. Bhomkar.

AWARD

(Delivered on this the 29th day of the month of July of the year 2024)

This is the application filed by the Applicant u/s 2-A (2) of the Industrial Disputes Act, 1947 in the matter of termination/retrenchment of his service by the Employer/Respondent.

2. On receipt of the application, notices were issued to both the Parties. Initially, Adv. Dhaval Zaveri as well as Adv. Nihal Govekar remained present on behalf of the Applicant. Adv. Pavithran appeared on behalf of the Respondent. With consent

of both the Advocates the matter was thereafter referred to the Lok Adalat however taken back on the Regular Board since not settled before the Lok Adalat.

3. On resumption of this matter before this Tribunal, Adv. S. B. Bhomkar remained present for the Respondent. The Applicant failed to remain present. Several opportunities were given to the Applicant to remain present and to file his statement to pursue his matter for adjudication, however, the Applicant remained absent continuously. The learned Adv. Shri S. Bhomkar on behalf of the Respondent appeared and submitted that the Opponents have not been served with the necessary copies to file their reply. As the Applicant was not appearing, the request of the Respondent for fresh copies could not be complied. Finally, this Tribunal having left with no any other option had to pass Rojnama Order which reads as under:

"*Despite giving several opportunities to the Applicant, the Applicant has not appeared nor pursued the Claim. The Opponent continued to remain present, however on account of absence of the Applicant, this Tribunal is unable to proceed with the matter hence constrained to pass the following Order*".

ORDER

Claim of the Applicant stands dismissed.

No order as to cost.

Inform the Government accordingly.

Sd/-

(Vijayalaxmi Shivolkar),
Presiding Officer,
Industrial Tribunal cum
Labour Court.

Notification

No. 28/02/2024-LAB/534

The following Award passed by the Industrial Tribunal and Labour Court, at Panaji-Goa on 30-07-2024 in the Case No. Appln.02/2020 is hereby published as required under Section 17 of the Industrial Disputes Act, 1947 (Central Act 14 of 1947).

By order and in the name of the Governor of Goa.

Amalia O. F. Pinto, Under Secretary (Labour).

Porvorim, 26th August, 2024.

IN THE INDUSTRIAL TRIBUNAL
AND LABOUR COURT
GOVERNMENT OF GOA
AT PANAJI

(Before Mrs. Vijayalaxmi Shivolkar, Hon'ble Presiding Officer)

Case No. Appln. 02/2020

Shri Rohit R. Shetkar,
H. No. 236,
Shirvoi, Pimplamol,
Quepem-Goa. Applicant/Party I

V/s

1. M/s Devyani Food
Industries Ltd.,
Plot No. 295-1A, NH 4A,
Tisk, Usgao,
Ponda-Goa. Respondent No. 1
2. Mr. Madhusudan Parik,
Managing Director,
M/s Devyani Food
Industries Ltd.,
F-2/7, Okhla Industrial
Area, phase-1, New Delhi. Respondent No. 2
3. Company Secretary,
M/s Devyani Food
Industries Ltd.,
Plot No. 31, Institutional
Area, Sector 4A,
Gurgaon, Haryana. Repondent No. 3

Applicant/Party I's representative present at the time of passing of the Order, Mr. Gerald J. Fernandes.

Respondents represented by Ld. Adv. Shri M. S. Bandodkar.

AWARD

(Delivered on this the 30th day of the month of July of the year 2024)

This is the application filed by the Applicant u/s 2-A (2) of the Industrial Disputes Act, 1947 for illegal termination of employment by the Employer/ /Respondents. On receipt of the notice of the dispute, the Employer/Respondents filed their Written Statements wherein they raised preliminary objections pertaining to the jurisdiction of this Tribunal to adjudicate the dispute raised by the Applicant.

2. It is the case of the Respondent that all disputes arising out of this application will be subject to the jurisdiction of the Court of New Delhi and that the Court, Tribunal and or authorities at New Delhi only shall have jurisdiction to entertain try and

decide such disputes or differences arising out of pertaining to this contract of employment, irrespective of their working headquarters being elsewhere at that time. This present application under consideration at Exhibit 9 is the outcome of the same objection raised by the Employer/ /Respondents in their Written Statement.

3. Perused the application. Heard arguments advanced by Learned Advocate Shri M. S. Bandodkar for Respondent No. 2.

4. Applicant/Applicant's representative remained absent at the time of arguments. Applicant's representative remained present at the time of passing of the Order.

5. The Applicant despite given opportunity to respond to the objections which is going to the root of the matter stayed away from the proceedings showing Applicant's disinterest in pursuing his own claim. Hence, the Tribunal is left with no other alternative than to accept the objections of the Opponent as regards this Tribunal having no jurisdiction on account of the facts pleaded in the Written Statement.

Hence, the Order:

ORDER

Objections sustained. Application at Exhibit 9 stands allowed. Hence the claim of the Applicant stands dismissed otherwise on merits for want of jurisdiction.

No order as to cost.

Inform the Government accordingly.

Sd/-

(Vijayalaxmi Shivolkar),
Presiding Officer,
Industrial Tribunal cum
Labour Court.

Notification

No. 28/02/2024-LAB/415

The following Award passed by the Industrial Tribunal and Labour Court, at Panaji-Goa on 24-06-2024 in Ref. No. IT/19/2023 is hereby published as required under Section 17 of the Industrial Disputes Act, 1947 (Central Act 14 of 1947).

By order and in the name of the Governor of Goa.

Amalia O. F. Pinto, Under Secretary (Labour).

Porvorim, 9th July, 2024.

IN THE INDUSTRIAL TRIBUNAL AND
LABOUR COURT
GOVERNMENT OF GOA
AT PANAJI

(Before Mrs. Vijayalaxmi Shivolkar, Hon'ble Presiding Officer)

Ref. No. IT/19/2023

Workmen,
Rep. by the President,
Goa Trade & Commercial,
Workers' Union,
Velho's Building, 2nd Floor,
Opp. Municipal Garden,
Panaji-Goa Workmen/Party-I.

V/s

M/s. Indoco Remedies Limited,
Plot No. L-32, 33, 34,
Verna, Industrial Estate,
Verna, Salcete-Goa Employer/Party II.

Workmen/Party I represented by Ld. Adv. Shri Suhaas Naik.

Employer/Party II represented by Adv. Shri P. Chawdikar.

AWARD

(Delivered on this the 24th day of the month of June of the year 2024)

By Order dated 07-11-2023, bearing No. 28/30/ /2023-LAB/766, the Government of Goa in exercise of powers conferred by Section 10(1)(d) of the Industrial Disputes Act, 1947 (for short 'The Act'), has referred the following dispute to this Tribunal for adjudication.

"Whether the action of the Management of M/s Indoco Remedies Limited, Plot No. L-32, 33, 34, Verna Industrial Estate, Verna, Salcete-Goa-Goa in not conceding the following demands raised by the President, Goa Trade & Commercial Workers' Union, Goa, is legal and justified?

CHARTER OF DEMANDS

Demand No. 1. (A) Flat Rise in Basic Pay:- That each workperson shall be paid a sum of Rs. 4,700/- per month as a Flat Rise in the Basic Salary existing as on 31-12-2020. The total Basic Salary as on 31-12-2020 plus a Flat Rise of Rs. 4,700/- per month be placed in the pay scales given below and fitted in the appropriate stage w.e.f. 01-01-2021 as below:-

Grade	Category	Pay Scales
I.	Technician/ /Sr. Technician	10,000-500-12,500-625-15,625-780-19,525-1,000-24,525.
II.	Associate/ /Operator Sr. Associate/ /Sr. Operator	12,000-600-15,000-750-18,750-950-23,500-1,200-29,500.
III.	Supervisor/ /Sr. Supervisor	14,000-700-17,500-900-22,000-1,100-27,700-1,400--34,700.

(B) i) That each worker shall be correctly graded and designated as per responsibilities undertaken by him/her. Those workers who undertake tasks of higher category or Grade be moved into the higher Grade/Pay-Scales, i.e. Grade-I, Grade-II, Grade-III.

ii) That those workers who have stagnated in the same grade for 5 years or more should be moved to their next higher Grade w.e.f. 01-01-2021.

(C) Seniority Increment:-

(i) We demand that w.e.f. 01-01-2021 every workperson who has completed 5-years of service should be eligible to I-special seniority increment.

(ii) Those workpersons who have completed 10 years of service be paid 2-special seniority increments.

(iii) Thereafter, every workperson should be eligible to a special seniority increment after every five (5) years of service.

Demand No. 2. Fixed Dearness Allowance (FDA):- That w.e.f. 01-01-2021 each workperson/associate shall be paid Fixed Dearness Allowance (FDA) @ Rs. 3,500/- per month.

Demand No. 3. Variable Dearness Allowances (VDA):- That w.e.f. 01-01-2021 each workperson shall be paid a Variable Dearness Allowance (VDA) @ Rs. 2.75 per point rise or fall at base AAICPI 7000 points (1960--100) to be revised every quarter.

Demand No. 4. House Rent Allowance (HRA):- That w.e.f. 01-01-2021 each workperson shall be paid House Rent Allowance (HRA) @ 50% of the basic salary per month.

Demand No. 5. Free Transport/Transport Allowance:- That w.e.f. 01-01-2021 each Workperson shall be paid Transport Allowance @ Rs. 1,500/- per month.

Demand No. 6. Education Allowance:- That each workperson shall be paid an Education Allowance @ Rs. 1,000/- per month w.e.f. 01-01-2021.

Demand No. 7. Washing Allowance:- That each workperson shall be made eligible to Washing Allowance Rs. 850/- per month w.e.f. 01-01-2021.

Demand No. 8. Canteen Allowance:- That w.e.f. 01-01-2021 each workperson shall be paid Canteen Allowance of Rs. 75/- per day.

Demand No. 9. Subsidised Canteen Facility:- That w.e.f. 01-01-2021 all the workpersons shall be provided breakfast, lunch, dinner and tea in company's canteen at subsidized rate at the ration of subsidy 75%:25%: i.e. 75% (Company) and 25% (workmen).

Demand No. 10. Leave Facilities:- That the workpersons shall be made eligible to the following Leave Facilities w.e.f. 01-01-2021.

(a)	Privilege Leave	:	25 days per annum with a facility to accumulate upto 120 days.
(b)	Casual Leave	:	10 days per annum with a facility to encash the balance leave at the end of the year.
(c)	Sick Leave	:	9 days per annum with a facility to accumulate upto 30 days.
(d)	Holidays	:	14 days per annum.
(e)	Leave Encashment	:	Leave encashment should be done on the gross salary.

Demand No. 11. Leave Travel Allowance:- That w.e.f. 01-01-2021 each workperson shall be paid one gross salary towards a Leave Travel Allowance (LTA) per annum.

Demand No. 12. Shift Allowance:- That w.e.f. 01-01-2021 each workperson shall be paid the following Shift Allowance:

- Rs. 50/- for 1st shift each.
- Rs. 75/- for 2nd shift each.
- Rs. 100/- for Night Shift each.

Demand No.13. Interest Free Loan Facility:- That during the operative period of the settlement each workperson shall be made eligible to an Interest Free Loan Facility of Rs. 1,00,000/- (Rupees one lakh only) to be deducted in 20-equal installments.

Demand No. 14. Medical Allowance and Insurance:-

(i) Incase any employee goes out of the ESIS Scheme, he or she and entire family be covered under Mediclaim Policy for a sum of Rs. 2.5 lakhs including father & mother.

(ii) Those out of ESIS shall be made entitled to 25 days of paid Sick Leave per year with the facility to accumulate sick leave upto 60 days.

(iii) Those out of ESIS shall be made entitled to 100% reimbursement of medical bills incurred in hospitalization and for all the members of his/her family.

(iv) Each workperson shall be covered under the Group Personal Accident Insurance Scheme for a sum of Rs. 5 lakhs for any accident/disability inside the factory premises as well as outside the factory.

Demand No. 15. Bonus:- All the workpersons shall be made eligible to Bonus cum Ex-Gratia every year @ 20% without ceiling on Basic+DA+VDA.

Demand No. 16. Overtime:- All the workpersons unanimously demand that:

(a) The permanent workpersons be given first preference to work on overtime.

(b) If any workperson/employee is asked to work on overtime, Company should provide him/her free transport for home drop with free food, breakfast, tea with mandatory allowance.

(c) If any workperson/employee is asked to work on weekly off day or on public holiday, Company should pay O.T. @ double the wage with compensation off.

(d) Weekly off should fall compulsory on every Sunday in a given month.

Demand No. 17. Period of Settlement:- The periodicity of the settlement should be 3 years viz: w.e.f. 01-01-2021 to 31-12-2023.

Demand No. 18. Interim Relief:- Pending the finalization of all the above demands spelt-out herein in this Charter of Demands, the Union/ /workmen demands that each workman/workperson who is on the pay rolls of the Company be granted an amount of Rs. 7,500/- per workperson, per month as an Interim Relief w.e.f. 01-01-2021, since the present salary and other emoluments are wholly insufficient.

This Interim Relief be adjusted from the final settlement relief be granted to these workpersons.

Demand No. 18 (a). Lockers:- That each permanent workperson be provided with Locker facility with Safety Locks to enable these workperson to keep their personal belongings including bags and tiffin in Lockers as presently no locker facility is provided to these workpersons.

(2) If answer to Issue No. (1) above is in negative then what relief the workmen are entitled to?"

2. Upon receipt of the reference, it was registered as IT/19/2023 and registered A/D notices were issued to both the parties. Pursuant to service of notices, Party I filed a Claim Statement at Exhibit 5.

3. During the pendency of the present reference both the Parties filed an application for Award in terms of settlement along with the terms of settlement at Exhibit 6 Colly stating that they have arrived at a settlement under Section 12(3) of the Industrial Disputes Act, 1947 and prayed that an Award be passed in terms of the said settlement dated 21-03-2024 before the Commissioner, Labour and Employment, Government of Goa, Panaji.

The terms of settlement are as below:

1) *Applicability:* The terms and conditions of the settlement shall be applicable to all the workers mentioned as per annexure "A" and "B".

2) *Period of Settlement:* Both the parties agree that this settlement shall remain in force for a period of 3 years from 1st April, 2021 to 31st March, 2024 as mentioned in Annexure "A" and "B" and will continue to be binding on both the parties till the next settlement get arrived.

3) *Pay Scale and Grades*: It has been agreed between the parties that, with effect from 01 April, 2021, the present system of CTC salary structure will remain the same.

The present salary structure is based on cost to the company (CTC) which includes the entire benefits an employee is getting from the company.

4) *Restructuring of salary:* It is agreed between the Parties that the existing salary drawn by the Worker/employees named in Annexure "A" & "B" shall be modified, revised and restructured as per Annexure "A" & "B".

5) *Settlement CTC Amount Distribution:*

Year	Plant-II Amount in Rs.	Plant-III Amount in Rs.
FY 21-22	2500	2000
FY 22-23	3000	2500
FY 23-24	3000	3000
Total	**8500**	**7500**

***Note:* Those who have already received settlement/ Annual increment for above said years shall not be eligible for respective mentioned amount.

6) *Bonus/Ex-gratia:* It has been agreed between the parties that, during the period of this settlement all the workmen who are eligible for the payment of Bonus/Ex-gratia as per Annexure "A" and Annexure "B" shall be paid as per the present practice given in the CTC structure.

7) *Existing facilities:* It is agreed that the existing welfare benefits and facilities shall continue as applicable to the workmen who are party to this settlement without any change unless the same are amended or modified by this settlement.

8) *Paid holidays:* It has been agreed between the Parties that the existing entitlement of 10 paid holidays per calendar year shall remain unchanged. In addition to that the workmen will be entitled for additional paid holiday pm 1st May only if it falls on a working day.

The holiday list will be declared by the management before the start of next calendar year. In addition to the above declared holidays, if management decides to declare any additional holidays or day off, it is at the discretion of the management to extend such a holiday or day off to section/department or certain employees.

9) *Leave: Privilege Leave:* It is mutually agreed between the parties that all workmen mentioned in Annexure "A" & "B" will be entitled to 18 days of privilege leave. This leave will be proportionately reduced for any days that the workmen absent from work without wages. Accumulation of Privilege Leave shall be 80 days as per present practice. Privilege Leave will be permitted maximum on 4 occasions in calendar year. Other rules pertaining to Privilege Leave shall remain unchanged. The issue of further enhancement of leave will be discussed mutually between the Parties during the next wage settlement.

Sick Leave: It is mutually agreed that the workmen mentioned in Annexure "A" & "B" will be entitled to 7 days sick leave per annum as per the present practice.

Casual Leave: It is mutually agreed that the workmen mentioned in Annexure "A" & "B" will be entitled to 7 days casual leave per annum as per the present practice.

10) *Festival Advance:* It is mutually agreed between the Parties that all the workmen will be entitled to avail Festival Advance of Rs. 8,000/- per annum. The advance will be paid once in a year as per current practice for Ganesh/Christmas Festival and which will be recovered in 10 equal installments.

11) *Shift Working:* It is mutually discussed and agreed by and between the parties that all the workmen would work in all Shifts as and when required by the Management, depending upon the exigencies of work as per the shift timings.

12) *Any Other Allowance:* Any allowance over and above paid/payable depending upon the nature of work shall be at the sole discretion of the management either to pay, revive or withdraw.

13) *General Clauses*:

A. It is agreed by the Union and the workmen jointly and individually that they shall maintain industrial peace and harmony and that they shall not resort to any direct action and that they shall take recourse to conciliation machinery provided under the Industrial Disputes Act, 1947.

B. It is agreed by and between the Parties that all the other terms, conditions of work, practices and privileges which are not covered by this settlement, and which do not contradict with the terms and conditions of this agreement shall remain unaltered/unchanged.

C. Due to any amendment to the existing labour law, any higher amount than what is mentioned in this settlement, then the workmen shall be eligible for such benefit whichever is higher, but not both.

D. It has been agreed between the parties that the arrears arising out of this settlement shall be paid along with revised salary for the month of April, 2024.

E. It has been agreed that Union and its member shall extend full co-operation to the Management in curbing wasteful practices and increasing the productivity as well as working on overtime as and when required or planned by the Management for which workmen shall be paid Overtime wages as per the Act and Rules applicable.

F. The workers agree to obey all the Bonafide/ /reasonable orders of their superiors given in the interest of the organization.

G. The workers agree that in case of absenteeism of worker working in second shift, the worker from the general/first shift will continue to work in the second shift as per requirement and instructions of the superior. Further, in case of absenteeism of workmen working in third shift, workmen from the second shift will continue to work in third shift as per the work requirement and instructions of the superior.

H. Workmen agree to amicably settle with the management any grievances/dispute through dialogue, without disrupting/stopping/slow down the work/production.

I. All the workmen working in engineering department on staggered off as per the past practice will continue to work on staggered off basis. Any workmen refusing to work in shifts on staggered weekly off basis shall be dealt with as per the provisions of the law.

J. It has also been agreed that all the workmen will follow the standard operating procedures without any deviation and will sign the documents as required. Being the Pharmaceutical industry, the statuary/regulatory regulations need to be followed with strict adherence and site standard operating procedures needs to be aligned with the regulatory/statuary compliance from time to time.

K. Both the Parties agree that the COD dated 08-09-2021 raised before the management stands conclusively settled and both Parties agree to file joint application before the Hon'ble Industrial Tribunal in the pending case IT/19/2023 praying for consent award in view of the present settlement. The Union/Workmen further agreed that their dispute on the COD stands conclusively settled and agree not to raise any additional financial demands during the operative period of settlement.

I. *Union Settlement Fee/Union Contribution:* The workers who agree and accept the benefit of this settlement in its totality the terms and conditions mentioned in this settlement, shall pay one time union contribution/Fee of Rs. 6,000/- per worker for Annexure "A" and Rs. 5,000/- per worker for Annexure "B" as a contribution to Goa Trade and Commercial Workers' Union and the Management agrees to deduct at source the above sum from each workman's arrears and who is a beneficiary of this Settlement and the total sum of money collected shall be paid by Payee Cheque to Goa Trade and Commercial Workers' Union. A separate declaration shall be signed by each individual workman as per Annexure "C" to this effect.

17. I have gone through the records of the case and the above Memorandum of Settlement which are duly signed by both the Parties and I am convinced that the consent terms filed by the Parties are just and fair and are in the interest of the Workmen/Party I and the Employer/Party II and therefore, the same are accepted.

Accordingly, I pass the following Order:

ORDER

(i) The reference stands disposed off in view of the Memorandum of Understanding along with the terms of settlement filed by the Workmen/Party I and the Employer/Party II at Exhibit 6 Colly which Memorandum of Settlement along with the terms of Settlement form part and parcel of this Award.

(ii) No order as to cost.

(iii) Inform the Government accordingly.

Sd/-
(Vijayalaxmi Shivolkar),
Presiding Officer,
Industrial Tribunal
and Labour Court.

ANNEXURE "C"

DECLARATION

I, the undersigned,_____
_____ employee of M/s Indoco Remedies Ltd., Employee Code No. _____ have been explained the terms and conditions of the settlement dated _____ signed between the Management of M/s. INDOCO REMEDIES LIMITED, L-32, 33 & 34, Verna-Goa and Goa Trade and Commercial Workers' Union, Panjim-Goa.

I state that I have understood the terms and conditions of the Settlement and the same will be binding on me in its totality. I also express that I wish to be a beneficiary of this settlement and shall be bound by its terms.

I further declare and affirm that under Clause L of the settlement, I hereby authorize the Management of M/s. INDOCO REMEDIES LIMITED to deduct one-time amount of Rs. 6000/- (workman mentioned in Annexure "A")/Rs. 5000/- (workman mentioned in Annexure "B") as contribution from the arrears of the settlement payable to me and to remit the same to Goa Trade and Commercial Workers' Union, Panjim-Goa.

I hereby affix my signature/thumb impression hereunder in token of my acceptance of the aforesaid settlement arrived at between the Management and the Union.

Signature

Name

Place: Verna-Goa

Dated:

ANNEXURE"A"

INDOCO REMEDIES LTD. - GOA PLANT II

Employees Data - 2023 - 2024 — Salary as on 31/03/2021

SN	EC	NAME	BASIC	HRA	EA	PA	GPM	GPA	BON	ERPF	CTC
1	020698	SARVESH SHAILKAR	14000	6870	0	0	20870	250440	30000	20160	300600
2	024078	RAVIKUMAR KHARADEKAR	15050	7525	0	9870	32445	389340	30000	21672	441012
3	025862	DHARESH GUNAGI	15333	7585	0	11080	33998	407976	30000	22080	460056
4	026083	JNANESHWAR GAVADA	15500	7750	0	11250	34500	414000	30000	22320	466320
5	027434	RAKSHANA NAIK	11200	3960	0	0	15160	181920	30000	16128	228048
6	029529	AVINASH INGAWALE	16000	8000	0	2875	26875	322500	30000	23040	375540
7	032049	PRATIK NAIK	17500	8750	200	14760	41210	494520	30000	25200	549720
8	032835	DURGESH GAVADA	15010	7505	0	175	22690	272280	30000	21614	323894
9	035663	GANESH YAMANAPPA POOJAR	13450	6725	0	0	20175	242100	30000	19368	291468
10	036250	SARVESH DANANJAY TALEKAR	15050	5385	0	0	20435	245220	30000	21672	296892
11	036616	RAGHAVENDRA RAMDAS POWA	15500	7750	0	10100	33350	400200	30000	22320	452520
12	037007	PRADIP RAMA GAWAS	12000	4110	0	0	16110	193320	30000	17280	240600
13	037011	NAMADEV LAXMAN KUKADOLL	16000	8000	0	3450	27450	329400	30000	23040	382440
14	037177	SHARANAPPA MUDUKAPPA OLE	15500	7750	0	435	23685	284220	30000	22320	336540
15	037199	VINAYAK ANNU MADIVAL	11250	2500	0	0	13750	165000	30000	16200	211200
16	039590	SAGAR S MAJAGAONKAR	15050	7525	0	10705	33280	399360	30000	21672	451032
17	012091	SUBHASH CHODANKAR	17000	8500	0	13295	38795	465540	30000	24480	520020
18	020815	MADHUKAR GURAV	15500	7750	0	6475	29725	356700	30000	22320	409020
19	021304	APA CHANDRODAY GURAV	15500	7750	0	4370	27620	331440	30000	22320	383760
20	028839	ROCKY SINGH	10800	3025	0	0	13825	165900	30000	15552	211452
21	037274	SHAILESH JAMPA CHUCHUNDRE	15500	7750	0	2035	25285	303420	30000	22320	355740
22	010284	ROOPESH GUNAGI	18100	9050	0	2925	30075	360900	33000	26064	419964
23	017517	SANTOSH KUMBHAR	26500	13250	0	5440	45190	542280	33000	38160	613440
24	020166	PRADEEP BANDEKAR	18500	9250	0	2715	30465	365580	33000	26640	425220
25	025086	UMASHANKAR YADAV	16500	8250	0	2705	27455	329460	33000	23760	386220
26	032273	SHAILESH NAIK	15600	7800	0	1955	25355	304260	33000	22464	359724
27	036498	RAVINDRA VISHNU GANGEPUTR	17000	8500	0	2755	28255	339060	33000	24480	396540
28	037271	SURYAKANT PRAKASH MESTRI	14300	7150	0	0	21450	257400	33000	20592	310992
29	037509	SHUBHAM RAJU WALEKAR	15050	7525	0	1265	23840	286080	33000	21672	340752
30	038245	ROSHAN RATNAKAR NAIK	19800	9900	0	3480	33180	398160	33000	28512	459672
31	038362	SOMSHEKHARAYYA GURULINGA	21500	10750	0	4070	36320	435840	33000	30960	499800
32	039586	SACHIN SHYAMSUNDAR PEDNE	23900	11950	0	5010	40860	490320	35000	34416	559736
33	038687	PINKU RAI	15600	3780	0	0	19380	232560	33000	22464	288024
34	039627	SUBRAHMANYA MANJUNATH N	16200	8100	0	2430	26730	320760	33000	23328	377088

1st Year (April-21 to Mar-22) considering Rs.2500 Increase — Basic@ 1500

BASIC	HRA	EA	PA	GPM	GPA	BON	ERPF	CTC	REMARK
15500	7690	0	0	23190	278280	30000	22320	330600	
16550	8275	0	9940	34765	417180	30000	23832	471012	
16833	8416.5	0	11069	36318.5	435822	30000	24240	490062	
17000	8500	0	11320	36820	441840	30000	24480	496320	
12700	4780	0	0	17480	209760	30000	18288	258048	
17500	8750	0	2945	29195	350340	30000	25200	405540	
19000	9500	0	15030	43530	522360	30000	27360	579720	
16510	8255	0	245	25010	300120	30000	23774	353894	
14950	7475	0	70	22495	269940	30000	21528	321468	
16550	6205	0	0	22755	273060	30000	23832	326892	
17000	8500	0	10170	35670	428040	30000	24480	482520	
13500	4930	0	0	18430	221160	30000	19440	270600	
17500	8750	0	3520	29770	357240	30000	25200	412440	
17000	8500	0	505	26005	312060	30000	24480	366540	
12750	3320	0	0	16070	192840	30000	18360	241200	
16550	8275	0	10775	35600	427200	30000	23832	481032	
Suspended Under Pending Enquiry									
Suspended Under Pending Enquiry									
Suspended Under Pending Enquiry									
Suspended Under Pending Enquiry									
Suspended Under Pending Enquiry									
NA									
NA									
NA									
NA									
NA									
NA									
NA									
NA									
NA									
NA									
NA									
NA									
NA									
NA									

2rd Year (April-22 to Mar-23) considering Rs.3000 increase								Basic@ 1800	
BASIC	HRA	EA	PA	GPM	GPA	BON	ERPF	CTC	REMARK
17300	8650	0	24	25974	311688	30000	24912	366600	
18350	9175	0	10024	37549	450588	30000	26424	507012	
18633	9316.5	0	11153	39102.5	469230	30000	26832	526062	
18800	9400	0	11404	39604	475248	30000	27072	532320	
14500	5764	0	0	20264	243168	30000	20880	294048	
19300	9650	0	3029	31979	383748	30000	27792	441540	
20800	10400	0	15114	46314	555768	30000	29952	615720	
18310	9155	0	329	27794	333528	30000	26366	389894	
16750	8375	0	154	25279	303348	30000	24120	357468	
18350	7189	0	0	25539	306468	30000	26424	362892	
18800	9400	0	10254	38454	461448	30000	27072	518520	
15300	5914	0	0	21214	254568	30000	22032	306600	
19300	9650	0	3604	32554	390648	30000	27792	448440	
18800	9400	0	589	28789	345468	30000	27072	402540	
14550	4304	0	0	18854	226248	30000	20952	277200	
18350	9175	0	10859	38384	460608	30000	26424	517032	
Suspended Under Pending Enquiry									
Suspended Under Pending Enquiry									
Suspended Under Pending Enquiry									
Suspended Under Pending Enquiry									
Suspended Under Pending Enquiry									
NA									
NA									
NA									
NA									
NA									
NA									
NA									
NA									
NA									

3rd Year (April-23 to Mar-24) considering Rs.3000 increase								Basic@ 1800	
BASIC	HRA	EA	PA	GPM	GPA	BON	ERPF	CTC	REMARK
21200	8390	0	0	29590	355080	17000	30528	402608	
21200	10600	0	9491	41291	495492	17000	30528	543020	
21200	10600	0	11078	42878	514536	17000	30528	562064	
21200	10600	0	11599	43399	520788	17000	30528	568316	
21200	2343	0	0	23543	282516	17000	30528	330044	
21200	10600	0	4034	35834	430008	17000	30528	477536	
22600	11300	0	16281	50181	602172	17000	32544	651716	
21200	10331	0	0	31531	378372	17000	30528	425900	
21200	7628	0	0	28828	345936	17000	30528	393464	
21200	8080	0	0	29280	351360	17000	30528	398888	
21200	10600	0	10449	42249	506988	17000	30528	554516	
21200	3389	0	0	24589	295068	17000	30528	342596	
21200	10600	0	4609	36409	436908	17000	30528	484436	
21200	10600	0	784	32584	391008	17000	30528	438536	
21200	939	0	0	22139	265668	17000	30528	313196	
21200	10600	0	10325	42125	505500	17000	30528	553028	
Suspended Under Pending Enquiry									
Suspended Under Pending Enquiry									
Suspended Under Pending Enquiry									
Suspended Under Pending Enquiry									
Suspended Under Pending Enquiry									
21050	10525	0	2479	34054	408648	17000	30312	455960	
28300	14150	0	6857	49307	591684	17000	40752	649436	
21050	10525	0	2917	34492	413904	17000	30312	461216	
21050	10192	0	0	31242	374904	17000	30312	422216	
21050	7984	0	0	29034	348408	17000	30312	395720	
21050	10525	0	527	32102	385224	17000	30312	432536	
21050	3923	0	0	24973	299676	17000	30312	346988	
21050	6403	0	0	27453	329436	17000	30312	376748	
21600	10800	0	4897	37297	447564	17000	31104	495668	
23300	11650	0	5487	40437	485244	17000	33552	535796	
NA									
21050	2009	0	0	23059	276708	17000	30312	324020	
21050	9431	0	0	30481	365772	17000	30312	413084	

ANNEXURE"B"

INDOCO REMEDIES LTD. - GOA PLANT III

			Salary as on 31/03/2021									1st Year (April-21 to Mar-22) considering Rs.2000 increase									Basic@ 1200
S.NO	EC	NAMES	BASIC	HRA	EA	PA	GROSS	TOTAL A	BONUS	CO PF	CTC	BASIC	HRA	EA	PA	GPM	GPA	BON	ERPF	CTC	REMARK
1	017272	Pandurang Hadkonkar	17000	8500	200	6060	31760	381120	30000	24480	435600	18200	9100	0	6316	33616	403392	30000	26208	459600	
2	017860	Vinay Naik	16000	8000	200	4460	28660	343920	30000	23040	396960	17200	8600	0	4716	30516	366192	30000	24768	420960	
3	017934	Ananda Velip	19068	9534	0	0	28602	343224	30000	27458	400682	20268	10134	0	56	30458	365496	30000	29186	424682	
4	018549	Naresh Kunkalkar	17000	8500	200	9523	35223	422676	30000	24480	477156	18200	9100	0	9779	37079	444948	30000	26208	501156	
5	020003	Fakir Dalavi	13867	6934	0	0	20801	249612	30000	19968	299580	15067	7533.5	0	57	22657.5	271890	30000	21696	323586	
6	020004	Anand Vengurlekar	13360	6680	0	0	20040	240480	30000	19238	289718	14560	7280	0	56	21896	262752	30000	20966	313718	
7	022461	Paresh Padwalkar	13000	6951	0	0	19951	239412	30000	18720	288132	14200	7100	0	507	21807	261684	30000	20448	312132	
8	024409	Krishna Mirashi	13000	3787	0	0	16787	201444	30000	18720	250164	14200	4443	0	0	18643	223716	30000	20448	274164	
9	024607	Amit Shetkar	13290	0	0	0	13290	159480	30000	19138	208618	14490	656	0	0	15146	181752	30000	20866	232618	
10	024609	Prashant Gaude	13000	3078	0	0	16078	192936	30000	18720	241656	14200	3734	0	0	17934	215208	30000	20448	265656	
11	025490	Tushar Gaude	13000	3612	0	0	16612	199344	30000	18720	248064	14200	4268	0	0	18468	221616	30000	20448	272064	
12	026796	Vikki Fernandes	15100	6545	0	0	21645	259740	30000	21744	311484	16300	7201	0	0	23501	282012	30000	23472	335484	
13	026826	Dinesh Velip	13000	4106	0	0	17106	205272	30000	18720	253992	14200	4762	0	0	18962	227544	30000	20448	277992	
14	027865	Raghunath Parab	13892	6946	0	0	20838	250056	30000	20004	300060	15092	7546	0	56	22694	272328	30000	21732	324060	
15	029182	Krishna Naik	13000	3494	0	0	16494	197928	30000	18720	246648	14200	4150	0	0	18350	220200	30000	20448	270648	
16	029869	Tukaram Gavade	15100	3200	0	0	18300	219600	30000	21744	271344	16300	3856	0	0	20156	241872	30000	23472	295344	
17	030137	Yeshwant Gaude	16700	8350	0	3043	28093	337116	30000	24048	391164	17900	8950	0	3099	29949	359388	30000	25776	415164	
18	032053	Vitthal Dadmal	13000	986	0	0	13986	167832	30000	18720	216552	14200	1642	0	0	15842	190104	30000	20448	240552	
19	032671	Nitesh Gavalkar	13000	4000	0	0	17000	204000	30000	18720	252720	14200	4656	0	0	18856	226272	30000	20448	276720	
20	035858	Tulasidas Devali	13000	2388	0	0	15388	184656	30000	18720	233376	14200	3044	0	0	17244	206928	30000	20448	257376	
21	036730	Abhijeet Arun Naik	13250	0	0	0	13250	159000	30000	19080	208080	14450	656	0	0	15106	181272	30000	20808	232080	
22	037003	Sagar Banavalikar	13700	6828	0	0	20528	246336	30000	19728	296064	14900	7450	0	34	22384	268608	30000	21456	320064	
23	037835	Jayavant Jnaneshwar Talekar	13000	5670	0	0	18670	224040	30000	18720	272760	14200	6326	0	0	20526	246312	30000	20448	296760	
24	037867	Tukaram Pote	13000	1398	0	0	14398	172776	30000	18720	221496	14200	2054	0	0	16254	195048	30000	20448	245496	
25	038216	Ramanath Barkelo Velip	13492	0	0	0	13492	161904	30000	19428	211332	14692	656	0	0	15348	184176	30000	21156	235332	
26	039884	Ajay Aravind Govekar	13000	4850	0	0	17850	214200	30000	18720	262920	14200	5506	0	0	19706	236472	30000	20448	286920	
27	041825	Mallappa Vittal Pendera	15999	7500	0	4000	27499	329988	33000	23039	386027	NA									
28	041827	Purushottam Baburav Varak	15000	6239	0	0	21239	254868	33000	21600	309468	NA									
29	041941	Kondiram Babu Varak	17000	8064	0	0	25064	300768	33000	24480	358248	NA									
30	042201	Dattatray Laxman Kumbhar	15100	3316	0	0	18416	220992	33000	21744	275736	NA									
31	042302	Rajan Biru Kharat	15000	1370	0	0	16370	196440	33000	21600	251040	NA									
32	022978	Vijesh Desai	16400	8200	0	1532	26132	313584	33000	23616	370200	NA									
33	029629	Vaman Mirashi	16500	8250	0	982	25732	308784	33000	23760	365544	NA									
34	032745	Premanand mohan asulkar	15600	7678	0	0	23278	279336	33000	22464	334800	NA									
35	034263	Vikas Velip	15500	5531	0	0	21031	252372	33000	22320	307692	NA									

2nd Year (April-22 to Mar-23) considering Rs.2500 increase								Basic@ 1500	3rd Year (April-23 to Mar-24) considering Rs.3000 increase								Basic@ 1800		
BASIC	HRA	EA	PA	GPM	GPA	BON	ERPF	CTC	REMARK	BASIC	HRA	EA	PA	GPM	GPA	BON/Ex gratia	ERPF	CTC	REMARK
19700	9850	0	6386	35936	431232	30000	28368	489600		21500	10750	0	7554	39804	477648	17000	30960	525608	
18700	9350	0	4786	32836	394032	30000	26928	450960		21500	10750	0	4334	36584	439008	17000	30960	486968	
21768	10884	0	126	32778	393336	30000	31346	454682		23568	11784	0	1294	36646	439752	17000	33938	490690	
19700	9850	0	9849	39399	472788	30000	28368	531156		21500	10750	0	11017	43267	519204	17000	30960	567164	
16567	8283.5	0	127	24978	299730	30000	23856	353586		21200	7305	0	0	28505	342060	17000	30528	389588	
16060	8030	0	126	24216	290592	30000	23126	343718		21200	6483	0	0	27683	332196	17000	30528	379724	
16000	8000	0	91	24091	289092	30000	23040	342132		21200	6350	0	0	27550	330600	17000	30528	378128	
16000	4927	0	0	20927	251124	30000	23040	304164		21200	3186	0	0	24386	292632	17000	30528	340160	
16000	1465	0	0	17465	209580	30000	23040	262620		21050	0	0	0	21050	252600	17000	30312	299912	
16000	4218	0	0	20218	242616	30000	23040	295656		21200	2477	0	0	23677	284124	17000	30528	331652	
16000	4752	0	0	20752	249024	30000	23040	302064		21200	3011	0	0	24211	290532	17000	30528	338060	
17800	8021	0	0	25821	309852	30000	25632	365484		21200	8296	0	0	29496	353952	17000	30528	401480	
16000	5246	0	0	21246	254952	30000	23040	307992		21200	3505	0	0	24705	296460	17000	30528	343988	
16592	8296	0	126	25014	300168	30000	23892	354060		21200	7344	0	0	28544	342528	17000	30528	390056	
16000	4634	0	0	20634	247608	30000	23040	300648		21200	2893	0	0	24093	289116	17000	30528	336644	
17800	4676	0	0	22476	269712	30000	25632	325344		21200	4952	0	0	26152	313824	17000	30528	361352	
19400	9700	0	3169	32269	387228	30000	27936	445164		21200	10600	0	4396	36136	433632	17000	30528	481160	
16000	2126	0	0	18126	217512	30000	23040	270552		21200	385	0	0	21585	259020	17000	30528	306548	
16000	5140	0	0	21140	253680	30000	23040	306720		21200	3399	0	0	24599	295188	17000	30528	342716	
16000	3528	0	0	19528	234336	30000	23040	287376		21200	1787	0	0	22987	275844	17000	30528	323372	
16000	1420	0	0	17420	209040	30000	23040	262080		21050	0	0	0	21050	252600	17000	30312	299912	
16400	8200	0	104	24704	296448	30000	23616	350064		21200	7012	0	0	28212	338544	17000	30528	386072	
16000	6810	0	0	22810	273720	30000	23040	326760		21200	5069	0	0	26269	315228	17000	30528	362756	
16000	2538	0	0	18538	222456	30000	23040	275496		21200	797	0	0	21997	263964	17000	30528	311492	
16192	1476	0	0	17668	212016	30000	23316	265332		21200	0	0	0	21200	254400	17000	30528	301928	
16000	5990	0	0	21990	263880	30000	23040	316920		21200	4249	0	0	25449	305388	17000	30528	352916	
NA										21100	10120	0	0	31220	374640	17000	30384	422024	
NA										21100	3740	0	0	24840	298080	17000	30384	345464	
NA										21100	7805	0	0	28905	346860	17000	30384	394244	
NA										21100	929	0	0	22029	264348	17000	30384	311732	
NA										21050	0	0	0	21050	252600	17000	30312	299912	
NA										21050	8857	0	0	29907	358884	17000	30312	406196	
NA										21050	8469	0	0	29519	354228	17000	30312	401540	
NA										21050	5907	0	0	26957	323484	17000	30312	370796	
NA										21050	3648	0	0	24698	296376	17000	30312	343688	

36	035292	Praveen Naik	14500	3692	0	0	18192	218304	33000	20880	272184	NA								
37	036649	Nitesh Velip	14500	4263	0	0	18763	225156	33000	20880	279036	NA								
38	036734	Chandrakant Sadanand Gavada	14500	4013	0	0	18513	222156	33000	20880	276036	NA								
39	037000	Vilas Laxman Gawade	15500	7750	0	2862	26112	313344	33000	22320	368664	NA								
40	037004	Vinayak Pandurang Kapolkar	14500	5901	0	0	20401	244812	33000	20880	298692	NA								
41	037334	Nitesh Rama Padkar	14300	2386	0	0	16686	200232	33000	20592	253824	NA								
42	037398	Gangadhar Ishwar Mirashi	15000	3729	0	0	18729	224748	33000	21600	279348	NA								
43	037672	Amol Anant Sawant	16000	8313	0	0	24313	291756	33000	23040	347796	NA								
44	038235	Dinesh Balasaheb Mule	16000	8000	0	128	24128	289536	33000	23040	345576	NA								
45	039513	Suraj Suresh Gaonkar	15000	3748	0	0	18748	224976	33000	21600	279576	NA								
46	039633	Sagar Suresh Gawas	14500	2965	0	0	17465	209580	33000	20880	263460	NA								
47	039636	Chandrakant Govind Velip	14500	1332	0	0	15832	189984	33000	20880	243864	NA								
48	039637	Vighneshwar Madiwal	14500	1332	0	0	15832	189984	33000	20880	243864	NA								
49	039876	Purushottam Desai	14300	1969	0	0	16269	195228	33000	20592	248820	NA								
50	040343	Yamanappa Kori	18700	9350	0	4100	32150	385800	33000	26928	445728	NA								
51	040556	Sitaram Pandurang Sakhalkar	15000	6635	0	0	21635	259620	33000	21600	314220	NA								
52	040635	Gagan Vithoba Ambewadkar	14650	1051	0	0	15701	188412	33000	21096	242508	NA								
53	040684	Sandip Kumar Keshari	16300	7468	0	0	23768	285216	33000	23472	341688	NA								
54	25518	Deepak Naik	13000	2994	0	0	15994	191928	30000	18720	240648	Suspended Under Pending Enquiry								
55	17119	Sandeep Sawant	16200	8100	0	537	24837	298044	30000	23328	351372	Suspended Under Pending Enquiry								
56	32696	Ranjankumar Lenka	13000	600	0	0	13600	163200	30000	18720	211920	Suspended Under Pending Enquiry								
57	27355	Bhakti Nagzarkar	12500	5710	0	0	18210	218520	30000	18000	266520	13700	6366	0	0	20066	240792	30000	19728	290520

NA	21050	689	0	0	21739	260868	17000	30312	308180		
NA	21050	1260	0	0	22310	267720	17000	30312	315032		
NA	21050	1010	0	0	22060	264720	17000	30312	312032		
NA	21050	8729	0	0	29779	357348	17000	30312	404660		
NA	21050	2898	0	0	23948	287376	17000	30312	334688		
NA	21050	0	0	0	21050	252600	17000	30312	299912		
NA	21050	1286	0	0	22336	268032	17000	30312	315344		
NA	21050	6990	0	0	28040	336480	17000	30312	383792		
NA	21050	6805	0	0	27855	334260	17000	30312	381572		
NA	21050	1305	0	0	22355	268260	17000	30312	315572		
NA	21050	0	0	0	21050	252600	17000	30312	299912		
NA	21050	0	0	0	21050	252600	17000	30312	299912		
NA	21050	0	0	0	21050	252600	17000	30312	299912		
NA	21050	0	0	0	21050	252600	17000	30312	299912		
NA	21050	10525	0	4626	36201	434412	17000	30312	481724		
NA	21050	4192	0	0	25242	302904	17000	30312	350216		
NA	21050	0	0	0	21050	252600	17000	30312	299912		
NA	21050	6481	0	0	27531	330372	17000	30312	377684		
Suspended Under Pending Enquiry											
Suspended Under Pending Enquiry											
Suspended Under Pending Enquiry											
	21050	4720	0	0	25770	309240	17000	30312	356552		
Suspended Under Pending Enquiry	15200	7186	0	0	22386	268632	30000	21888	320520		

Department of Law & Judiciary

Law (Establishment) Division

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Order

No. 2/65/2016-LD(Estt)/1757

Shri Tushan G. Kunkolikar, Civil Registrar-cum--Sub Registrar, Mormugao, shall hold the additional charge of District Registrar, North Goa, thus relieving Smt. Aarti Anil Parvatkar, Civil Registrar--cum-Sub Registrar, Tiswadi, with immediate effect, until further orders.

The above Officers shall complete the process of handing over/taking over of charge with immediate effect and submit compliance.

This issues with the approval of the Government.

By order and in the name of the Governor of Goa.

Amir Y. Parab, Under Secretary (Law-Estt.).

Porvorim, 30th August, 2024.

Department of Personnel

—

Order

No. 6/5/2023-PER/3123

Shri Sudhir Kerkar, Secretary, Goa State Information Commission, shall hold the charge of Secretary, Department of Sainik Welfare, in addition to his own duties, with effect from 01-09-2024 until further orders.

This issues on the recommendation of the Goa Services Board.

By order and in the name of the Governor of Goa.

Eshant V. Sawant, Under Secretary (Personnel-I).

Porvorim, 30th August, 2024.

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Department of Transport

Directorate of Transport

—

Order

No. 5/2/93-Tpt/P.F./2024/2027

Consequent to the superannuation of Shri Joaquim R. D'Souza, Assistant Director of Transport, South, Margao w.e.f. 31-08-2024 (a.n.), the following Assistant Directors of Transport (Group 'B' Gazetted) are transferred with effect from 01-09-2024 on administrative grounds and in public interest as detailed hereunder:

Sr. No.	Name of the Assistant Director of Transport	Present posting	Posting on transfer
1.	Shri Francisco Antonio Vaz	A.D.T. (HQ), Panaji	Shall hold additional charge as A.D.T., North, Panaji in addition to his duties until further orders.
2.	Shri Luisito Edwin De Souza	A.D.T., North, Panaji	A.D.T., South, Margao & O.S.D. to the Director of Transport.

The above Assistant Directors of Transport are directed to join the new place of posting on 01-09-2024 and complete handing over/taking over formalities accordingly.

Further, the said Officers are directed not to avail joining period or any type of leave till they assume charge at the new place of posting.

By order and in the name of the Governor of Goa.

P. Pravimal Abhishek, IAS, Director & ex officio Addl. Secretary (Transport).

Panaji, 30th August, 2024.

Heritage Exotica Co-operative Housing Maintenance Society Ltd.

Mainath Bhati, Arpora-Goa

FORM-24

(*See* Rule 111 A)

Form for declaration of result

In pursuance of powers conferred by sub-section 6 of Section 66 of Goa Co-operative Societies Act, 2001, I, declare the result of office bearers as follows.

Election of Office Bearers of: Heritage Exotica Co-operative Housing Maintenance Society Ltd.

1) Mrs. Jyotsna Gandotra.

2) Mr. Vijay Paul Singh.

3) Mr. Jagdissh Rane.

Sr. No.	Name of the candidate/ /elected office bearer	Designation	Address, contact number and e-mail ID of the candidate
1.	Mrs. Jyotsna Gandotra	Chairperson	C-405
2.	Mr. Vijay Paul Singh	Secretary	D-105
3.	Mr. Jagdissh Rane	Treasurer	D-301

Sd/-, Authorised Person.

Arpora, 13th July, 2024.

V. No. AP-685/2024.

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